

# **2005–2007 Coral Management Fellowship**

## **Hawai'i Statement of Work**

### **Project Location**

The host agency for the 2005–2007 Coral Management Fellowship in Hawai'i is the Division of Aquatic Resources (DAR) located within the Department of Land and Natural Resources. DAR has offices in Honolulu, Hawai'i.

Hawai'i is the most isolated population center on the face of the Earth. Hawai'i is 2,390 miles from California, 3,850 miles from Japan, 4,900 miles from China, and 5,280 miles from the Philippines. It has been referred to as the "Oasis of the Pacific Desert," as well as the "Nutrient Basket of the Northern Pacific Ocean." Hawai'i includes about 137 islands, many of which are uninhabited. The eight major islands are Hawai'i (the "Big Island"), O'ahu, Maui, Kaua'i, Moloka'i, Lāna'i, Niihau, and Kahoolawe. Each island has its own unique topographical and cultural features, including hundreds of endemic flora and fauna.



### **Program/Agency Background**

The mission of DAR is to manage, conserve, and restore the state's unique aquatic resources and ecosystems for present and future generations. DAR manages the state's aquatic resources and ecosystems through programs in commercial fisheries and resource enhancement, aquatic resources protection, habitat enhancement and education, and recreational fisheries. Major program areas include projects to manage or enhance fisheries for long-term sustainability of the resources, protect and restore the aquatic environment and native and resident aquatic species and their habitat, and provide facilities and opportunities for recreational fishing.

Management of coral reefs in the Main Hawaiian Islands is based on six local action strategies (LAS), which are short-term (3–5 year), multiagency, bottom-up management plans. These strategies focus on the six key threats to coral reefs:

## **2005–2007 Coral Management Fellowship Hawai`i Statement of Work**

land-based pollution, overfishing, marine recreation, lack of public awareness, coral bleaching and disease, and aquatic invasive species. DAR has taken the lead to develop these strategies and has completed four of the six. Coral bleaching and disease and marine recreation are currently under development.

The Coral Reef Fisheries Management LAS includes a variety of projects aimed at gathering data on important fishery species, gathering data on fishing effort, reviewing current fishery regulations, and studying the potential benefits of certain management tools such as marine protected areas. A coordinator has been hired to oversee implementation of the LAS and prioritization of projects is underway.

The Recreational Impacts to Reefs LAS, which is in the beginning stages of development, aims to decrease impacts to reefs from non-extractive marine recreation activities such as snorkeling, wading, boating, etc. With over 1,000 ocean recreation operators in Hawai`i, there is ample opportunity for the 7 million tourists who visit each year to participate in some form of ocean recreation activity. The majority of this activity takes place within a half-mile of shore and is concentrated in the nearshore coral reef ecosystem. Managing the diverse and often competing uses that occur in the nearshore region is a challenge. There is a need to balance the opportunities to participate in ocean recreational activities with the impacts that may occur from high levels of use at some sites. In addition, Hawai`i's Marine Protected Areas, locally called Marine Life Conservation Districts, are marketed as "must see" destination spots by the tourist industry because of their beauty and abundance of marine life and wildlife. Managing the amount of use and limiting the impacts to Marine Life Conservation Districts has proven to be difficult because they are open access resources. There is a need to choose a few Marine Life Conservation District sites where management actions designed to balance resource use and protection can be implemented and monitored to measure their effectiveness.

### **Project Goals**

There are four main goals of the fellowship:

1. Assist in the implementation of three local action strategies: Coral Reef Fisheries Management, Recreational Impacts to Reefs, and Lack of Public Awareness (Hawai`i's Living Reef Program)
2. Assist the DAR point of contact to the United States Coral Reef Task Force (USCRTF)
3. Assist in managing coral reef-related grants and contracts
4. Assist with the Main Hawaiian Islands coral reef monitoring program by increasing communication and coordination among DAR staff members

### **Project Description**

## **2005–2007 Coral Management Fellowship**

### **Hawai'i Statement of Work**

As a participating member of the DAR staff, the assistant will network with partner organizations and agencies to complete this multifaceted project. Some of these tasks will be accomplished concurrently.

The first year of the fellowship (2006) may be a half-time position (0.5 full-time equivalent, or FTE) or full-time position (1.0 FTE) and the fellow will be mentored by the 2004–2005 fellow who will continue to work at DAR through 2006. The FTE is flexible depending on the situation of the candidate. The second year of the fellowship (2007) will be a full-time position (1.0 FTE).

#### **Phase I (1 month: January 2006; 0.5–1.0 FTE)**

##### **Orientation**

The assistant will be introduced to staff and management of DAR and partner agencies, and will review background information regarding Hawai'i's coral reef initiative and other coastal management issues. The assistant also will participate with program staff members in field visits, interagency meetings, and outreach activities. After participating in these activities, the assistant, with input from the mentor, will write a project work plan that will be reviewed and revised after the first year of the assistantship.

##### **Outcomes:**

- Familiarity with staff, operations, and resources of state coastal and aquatic resource management programs
- Integration into DAR and clarification of role in project
- Project work plan

#### **Phase II (11 months: February 2006–December 2006; 0.5–1.0 FTE)**

##### **Goal 1: LAS**

The fellow will attend all steering committee meetings for these three LAS and will assist as needed in implementation. For the Coral Reef Fisheries Management LAS, this will likely involve focusing on a few projects, which may include coordination of the Main Hawaiian Islands Science Symposium, assistance with the subcontracted Fisheries Liaison project, assistance with the MPA effort, etc. For the Recreational Impacts to Reefs LAS, the fellow may be asked to help identify funds for priority projects, locate people or organizations to perform project work, participate and coordinate public outreach activities, and assist in updating the LAS document and funding matrix. The Living Reef Program work may involve assistance with the Living Reef Awards Program, public events and fairs, etc. With all LAS, it is important that the fellow strives to maintain good communication between the DAR staff and the steering committees.

## **2005–2007 Coral Management Fellowship Hawai'i Statement of Work**

### Outcomes:

- Active participation on three steering committees
- Assistance with implementation of three LAS

### **Goal 2: USCRTF**

The fellow will begin to learn about the goals, initiatives, and people involved with the USCRTF. The fellow may be asked to listen to monthly USCRTF steering committee meetings via conference call. The committee often makes requests of DAR such as reviewing a report, providing information, etc. The fellow will be assigned to fill some of these requests. The fellow will attend the USCRTF meeting in fall 2006.

### Outcomes:

- Become familiar with USCRTF
- Fulfill requests by USCRTF steering committee
- Attend fall 2006 meeting

### **Goal 3: Grants and Contracts**

The fellow will assist the Coral Reef program specialist and the grants manager in coordinating and managing all of DAR's coral reef management and monitoring grants and contracts. The fellow will learn the procedures and practices for writing grant proposals, applying for grants, tracking expenditures, managing grant projects, and managing subcontracts that result from the grants. The fellow will slowly take on responsibilities from the Coral Reef program specialist so that he or she is competent in all grant and contract procedures by the beginning of the second year.

### Outcomes:

- Become familiar with grant and contract procedures
- Assist with grant and contract management as needed

### **Goal 4: Monitoring Liaison**

Monitoring of Main Hawaiian Island reefs is done on a periodic basis by DAR staff members spread throughout the islands. Funding for this work comes from NOAA Coral Reef Conservation Grants. The multiyear monitoring strategy will be revised during 2005 and the fellow will be responsible for assisting DAR staff members in implementing the new strategy. The fellow will be the link that increases communication between monitoring and management staff members. The fellow will be required to communicate with all monitoring staff members on a continual basis to keep informed of the latest status of the program. The fellow will be responsible for reading all data reports that are produced by the

## **2005–2007 Coral Management Fellowship Hawai'i Statement of Work**

monitoring team. In addition, the fellow will work with DAR's contracted statistician as needed.

### Outcomes:

- DAR monitoring and management staff members will be in better communication

### **Phase III (1 year: January 2007–December 2007; 1.0 FTE)**

#### **Goal 1: LAS**

Continue work from Phase I.

#### **Goal 2: USCRTF**

Fully assume responsibilities of Coral Reef program specialist in assisting the DAR point of contact to the USCRTF. Participate in steering committee meetings as needed. Be responsible for fulfilling requests by the committee for DAR. Attend spring and fall 2007 meetings.

### Outcomes:

- Fulfill requests by USCRTF steering committee
- Attend spring and fall 2007 meetings

#### **Goal 3: Grants and Contracts**

Fully assume responsibilities of Coral Reef program specialist in managing grants and contracts. The fellow will be responsible for writing grant proposals, applying for grants, tracking expenditures, managing grant projects, and managing subcontracts that result from the grants.

### Outcomes:

- Efficient grant and contract management system in place
- New grant applications completed

#### **Goal 4: Monitoring Liaison**

Continue work from Phase I.

## **2005–2007 Coral Management Fellowship Hawai'i Statement of Work**

### **Eligibility Requirements**

- All education and experience must be in resource management planning or a related field. The following combinations are allowed:
  - Bachelors degree and 4 years work experience OR
  - Masters degree and 2 years experience OR
  - 3-4 years progress towards a Ph.D. (will graduate by end of 2006)
- Valid driver's license

### **Desired Background and Skill Sets**

- Demonstrated oral, written, and interpersonal communication skills
- A proven ability to be well organized, and able to manage and prioritize multiple tasks
- Experience, through an internship, fellowship, part-time job, or scientific research, in tropical habitats and coral reefs
- Public speaking, events planning, and meeting facilitation experience
- Ability to work independently
- Creative, flexible, adaptable
- Experience living and working in another culture or in an island community
- Experience working with different user groups
- Experience in natural resource planning and policy implementation
- Project management experience